

SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit V - EMPLOYEE COACHING & COUNSELLING

Topic - Stress Management



STRESS



DEFINITION

- ▶ “Stress can be defined as an underload or overload of matter, energy or information input to or output from a living system”.
- ▶ “Stress is an adaptive response to an external situation that results in physical, psychological and/or behavioural deviations for organisational participants”.



NATURE OF STRESS

- ▶ Simple anxiety or nervous tension
- ▶ Not always be damaging
- ▶ Not always due to overwork
- ▶ Stress cannot be avoided
- ▶ Biological response mechanism



SOURCES OF STRESS

Individual stressors

Group Stressors

Organisational stressors

Extra-organisational stressors



INDIVIDUAL STRATEGIES FOR STRESS MANAGEMENT

Time management	Relaxation & Meditation
Behaviour control	Counseling
Role Management	Biofeedback
Exercise	Networking



ORGANISATIONAL STRATEGIES FOR STRESS MANAGEMENT

Job Design

Involvement and Communication

Awareness Programmes

Health Programme

Organisational Design

Personal Development

Employee Assistance
Programmes(EAP)

Procedural Framework

Conflict Management

Culture Design



RECAP

QUESTIONS???

THANK YOU